



HONOLULU AUTHORITY for RAPID TRANSPORTATION

## Equal Employment Opportunity Program Policy Statement

Honolulu Authority for Rapid Transportation has a strong commitment to the community and our employees. As an equal opportunity employer, we strive to have a workforce that reflects the community we serve. No person is unlawfully excluded from employment opportunities based on race, color, religion, national origin, sex (including gender identity, sexual orientation, and pregnancy), age, genetic information, disability, veteran status, or other protected class.

Honolulu Authority for Rapid Transportation Equal Opportunity (EEO) policy applies to all employment actions, including but not limited to, recruitment, hiring, selection for training, promotion, transfer, demotion, layoff, termination, rates of pay or other forms of compensation.

All applicants and employees have the right to file complaints alleging discrimination. Retaliation against an individual who file a charge or complaint of discrimination, participates in an employment discrimination proceeding (such as an investigation or lawsuit), or otherwise engages in protected activity is strictly prohibited and will not be tolerated.

Honolulu Authority for Rapid Transportation is committed to providing reasonable accommodations to applicants and employees who need them because of a disability or to practice or observe their religion, absent undue hardship.

As Honolulu Authority for Rapid Transportation's Executive Director and CEO, I maintain overall responsibility and accountability for Honolulu Authority for Rapid Transportation's compliance with its EEO Policy and Program. To ensure day-to-day management, including program preparation, monitoring, and complaint investigation, I have appointed Charles L. Bayne, Civil Rights Officer, 808-768-6223, [cbayne@honolulu.gov](mailto:cbayne@honolulu.gov) as Honolulu Authority for Rapid Transportation's EEO Officer. Charles L. Bayne will report directly to me and acts with my authority with all levels of management, labor unions and employees.

All Honolulu Authority for Rapid Transportation executives, management, and supervisory personnel, however share in the responsibility for implementing and monitoring Honolulu Authority for Rapid Transportation's EEO Policy and program within their respective areas and will be assigned specific tasks to ensure compliance is achieved. Honolulu Authority for Rapid Transportation will evaluate its managers' and supervisors' performance on their successful implementation of Honolulu Authority for Rapid Transportation's policies and procedures, in the same way Honolulu Authority for Rapid Transportation assesses their performance regarding other agency's goals.



HONOLULU AUTHORITY for RAPID TRANSPORTATION

Honolulu Authority for Rapid Transportation is committed to undertaking and developing a written nondiscrimination program that sets forth the policies, practices and procedures, with goals and timetables, to which the agency is committed and make the EEO program available for inspection by any employee or applicant for employment upon request.

I am personally committed to a workplace that acts upon its daily responsibility to treat all applicants and employees with dignity and respect, as well as equitable under the guidelines of our EEO Policy and Program.

A handwritten signature in black ink, appearing to read "A. Robbins", is written over a horizontal line.

Andrew S. Robbins  
Executive Director and CEO

JAN. 4, 2018  
Date